

CHAPTER 6

What now? - Resources - Scaling Self: Your Personal Leadership as Leverage

What	Install a Daily Awareness Ritual to Expose Triggers and Founder Heroics
Why	This step builds the self-awareness required to prevent unconscious sabotage of systems.
Background	The chapter states that “you cannot change what you do not notice” and that under stress leaders revert to Founder Heroics. This step forces immediate visibility into emotional patterns and reactive tendencies.
How	Begin each day with a 60-second intention: “What emotional patterns do I need to watch today?” End each day with a micro-reflection: “What emotions dominated today, and how did they affect delegation?” Ask one trusted colleague weekly for feedback on your leadership patterns—because “they see your blind spots more clearly than you do.”

What	Conduct a Weekly Alignment Audit to Close the Credibility Gap
Why	This step ensures your leadership behavior reinforces—not contradicts—the culture and systems you’ve built.
Background	The chapter warns that misalignment—preaching autonomy but practicing micromanagement—destroys trust and culture. This step forces integrity between values, strategy, and behavior.
How	Review your weekly actions against core values and strategic priorities. Ask: “Did my behavior this week reflect the value of Aligned Action?” Identify every instance where you slipped into micromanagement or reactive decision-making. Correct one misaligned behavior immediately and visibly.

What	Set and Track Personal Leadership KPIs With External Accountability
Why	This step makes personal growth a measurable, trackable part of the operating system.
Background	The chapter states: “Self-accountability creates discipline and credibility.” This step transforms personal growth from aspiration into measurable execution.
How	Choose 2–3 leadership KPIs (e.g., Delegation Rate, Emotional Regulation Behaviors, Listening Ratio). Define observable behaviors for each KPI. Share these KPIs with a mentor or peer for weekly accountability. Review progress every Friday during your Weekly Review.



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What	Implement a Weekly Reflection Cycle to Convert Experience Into Insight
Why	This step prevents stagnation and ensures leadership evolves as fast as the company.
Background	The chapter emphasizes that reflection is the mechanism that turns experience into resilience and sustainability. This step ensures continuous course correction.
How	Conduct a 20-minute weekly reflection session. Ask: “What went well?” “What drove our WIG forward?” “Where did I revert to Founder Heroics?” “Was the problem a system flaw or a leadership flaw?” Document one improvement to implement next week.

What	Institutionalize Coaching and Mentoring to Scale Leadership Capacity Across the Team
Why	This step creates a culture where self-mastery, reflection, and growth are shared responsibilities.
Background	The chapter states that personal mastery must be embedded into the organisation through coaching and mentoring. This step ensures leadership growth becomes systemic, not individual.
How	Run the Coaching & Mentoring Workshop with your leadership team. Establish cross-functional mentoring pairs. Train leaders in the 7 Key Coaching Questions to shift from “leading with answers” to “leading with questions.” Require leaders to share one vulnerability or system flaw they corrected each month.

Closing Thought Your company can only scale as high as your emotional capacity to lead it.

